



Administrative Office, 105 Hall Street, Suite A, Traverse City, MI 49684

## Board of Directors Meeting Minutes

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November 18, 2021

2:15 p.m.

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Northern Lakes Community Mental Health Authority, 527 Cobb Street Cadillac, MI 49601 and Microsoft Teams Meeting (Virtual)

Called to order at 2:15 PM by Rose Denny. This meeting is being held remotely due to the State of Emergency being called in the City of Cadillac which would have been the location of the meeting.

Board Members Present: Dan DeKorse, Justin Reed, Mary Marois, Al Cambridge, Rose Denny, Ben Townsend, Barb Selesky

Virtual – Angie Griffis, Greg McMorrow, Nicole Miller, Pam Babcock, Penny Morris, Ty Wessell, Sherry Powers

Board Members Absent: Randy Kamps (prior notice given)

Others Present: Joanie Blamer, Interim Chief Executive Officer; Lauri Fischer, Chief Financial Officer; Matt Leiter, Director of Human Resources; Tracy Andrews, Director of Integrated and Managed Health Services; Brian Newcomb, Director of Recipient Rights; Deb Lavender, Executive Secretary; Ian Pegan-Naylor, Recipient Rights Advisor; Dan Mauk, Chief Information Officer, Aaron Fader, Executive Administrative Specialist

Virtual – Carrie Gray, Chief Population Officer; Kari Barker, Director of Quality and Compliance; Darryl Washington, Director of Long-Term Care and Support Services; Brie Molaison, Customer Services Specialist; Jessica Williams, Quality and Compliance Specialist; Rob Ordway

Confirmation of a Quorum – yes

Timekeeper – none

### 1. CALL TO ORDER:

### 2. AGENDA:

The Board reviewed the proposed agenda.

### 3. CONFLICT OF INTEREST DECLARATION:

Al Cambridge asked to abstain from voting on contract consideration.

### 4. CONSENT AGENDA:

*Consideration of the Consent Agenda*

AI Cambridge asked that the contracts be removed for separate consideration due to a conflict of interest with ROOC.

<b>MOTION:</b>	<b>Accept the Consent Agenda for November 18, 2021 with separate consideration of contracts.</b>
<b>RESULT:</b>	<b>ADOPTED [UNANIMOUS]</b>
<b>MOVER:</b>	<b>AI Cambridge</b>
<b>SECONDER:</b>	<b>Ben Townsend</b>

<b>MOTION:</b>	<b>Accept proposed contracts</b>
<b>RESULT:</b>	<b>13 Aye, 1 abstention. ADOPTED</b>
<b>MOVER:</b>	<b>Barb Selesky</b>
<b>SECONDER:</b>	<b>Ben Townsend</b>

## 5. OWNERSHIP LINKAGE:

- A. *Citizen Comment* – none
- B. *Ownership Communication* – There was a letter of recommendation given to the Board.

## 6. CHIEF EXECUTIVE OFFICER'S REPORT:

Joanie congratulated Dan for getting funding to support telehealth in the total of \$404,000. The Recovery Celebration will be December 16<sup>th</sup> from 1:00 PM – 3:00 PM and will be a hybrid event. Interested Board Members were asked to reach out to Deb Lavender if they are interested in attending. CARF will be doing their agency review December 1 – 3. Nicole Miller was asked to be the Board Representative for the CARF Review and accepted. We are still looking for a representative from Missaukee County, Joanie and Deb have been in communication with the County regarding this matter. Staffing shortages continue, especially in our Board operated homes. We have been successful, thus far, in covering shifts. With the passing of the vaccine mandate and an increase in benefit costs, there are some worries about future staffing. NLCMHA leadership recommends we engage in a recruitment, marketing campaign to enhance our recruitment efforts. Information about the Up North Live Proposal was shared with the Board and TV 9 & 10 will submit their proposal yet this week. Among other things, this campaign would include television commercials and will utilize geofencing which can track where people's phones connect and target them with ads. Joanie is requesting the Board to approve up to \$25,000 for a marketing recruitment campaign. Given the amount of vacancies in personnel the cost will be covered within the personnel budget for NLCMHA. Barb asked about retention plans. Joanie shared, in January, there will be a 2% retention pay across all staff. Mary noted CMHA website to advertise jobs as well. Mary wants to measure beyond applications and look at how many people are hired and stay within the agency.

<b>MOTION:</b>	<b>Approve \$25,000 recruitment ad campaign budget</b>
<b>RESULT:</b>	<b>ADOPTED [UNANIMOUS]</b>
<b>MOVER:</b>	<b>AI Cambridge</b>
<b>SECONDER:</b>	<b>Ben Townsend</b>

Rose mentioned that the vaccine mandate has been withdrawn and what the next step is. Joanie noted she hadn't heard that yet but would reach out to our attorney for guidance to be sure we are in compliance. Joanie has received many emails, even before the announcement of the mandate that people would leave the agency if forced to get a vaccine.

Mary asked about the meeting on the 29<sup>th</sup> with law enforcement and wanted more information on this. Joanie shared the meeting was to discuss pre jail diversion services.

CMHA is looking for a special assessment to boost advocacy for the Mental Health System. Board members were given supporting materials from Robert Sheehan. Joanie noted having a conversation with

Lauri and NLCMHA could support up to \$18,200 which is equal to the current dues, should the Board choose to do so AI asked how many CMHs might be supporting this. Joanie noted this just came out, so we are not sure how many CMHs are supportive. Mary felt that many CMHs would also support this as there was a unanimous decision made by the CMHA Board Steering Committee. AI would like to wait until next month to hear Randy's views on this. Ben would like to see a range of all the different options. Dan would like to know how many other CMHSPs are supporting this. Joanie will reach out to all in our region, ask Randy, and reach out to the CMHA.

## 7. NORTHERN MICHIGAN REGIONAL ENTITY REPORT:

None provided.

## 8. ASSURANCE OF ORGANIZATIONAL PERFORMANCE:

- A. *Receipt of CEO Response to Monitoring Report –2.4 Financial Management (1.0.6 – 1.0.11) (Internal Inspection)*

<b>MOTION:</b>	<b>The Board finds the organization 100% in compliance with Policy 2.4 Financial Management (1.0.6 – 1.0.11) (Internal Inspection)</b>
<b>RESULT:</b>	<b>ADOPTED [UNANIMOUS]</b>
<b>MOVER:</b>	<b>Sherry Powers</b>
<b>SECONDER:</b>	<b>Justin Reed</b>

- B. *Receipt of CEO Response to Monitoring Report – 2.3 Compensation of the Employed Workforce (Internal Inspection)*

<b>MOTION:</b>	<b>The Board finds the organization 100% in compliance with Policy 2.5 Asset Protection (Internal Inspection)</b>
<b>RESULT:</b>	<b>ADOPTED [UNANIMOUS]</b>
<b>MOVER:</b>	<b>Barb Selesky</b>
<b>SECONDER:</b>	<b>Justin Reed</b>

- C. *New Operational Worries – There was an anonymous complaint made to the agency's ethical hotline about a Board Member. Joanie took this to Randy who followed up on this. Part of resolving the complaint is this resolution. Board Members asked about details of the complaint. This resolution was postponed until Randy can be present.*

- D. *November Monitoring Assignment*  
2.0 Global Executive Limitations (Internal Inspection). Please complete and turn in.

## 9. BOARD MEANS SELF-ASSESSMENT

- A. *Receipt of CEO Response to Monitoring Report – None.*

- B. *Receipt CEO Response to Monitoring Report –3.0 Global Governance Process/Ownership Linkage (Direct Inspection)*

<b>MOTION:</b>	<b>The Board finds the organization 100% in compliance with Policy 3.0 Global Governance Process/Ownership Linkage (Direct Inspection)</b>
<b>RESULT:</b>	<b>ADOPTED [UNANIMOUS]</b>
<b>MOVER:</b>	<b>Barb Selesky</b>
<b>SECONDER:</b>	<b>Ben Townsend</b>

- C. *Receipt of CEO Response to Monitoring Report –4.0 Global Governance – Board CEO Linkage*

**MOTION:** The Board finds the organization 100% in compliance with Policy 4.0 Global Governance – Board/CEO Linkage (Direct Inspection)  
**RESULT:** ADOPTED [UNANIMOUS]  
**MOVER:** Sherry Powers  
**SECONDER:** Justin Reed

*D. November Monitoring Assignment*

3.2 Governance Style (Direct Inspection), 3.4 Annual Workplan (Direct Inspection) Please complete and turn in.

## 10. GOVERNANCE POLICIES DISCUSSION AND ASSESSMENT:

*A. Ends – None.*

*B. Executive Limitations – None.*

*C. Governance Process/Ownership Linkages*

NLD Minutes – November 3, 2021 – *Review and Approve*

**MOTION:** Approve NLD Minutes – November 3, 2021  
**RESULT:** ADOPTED [UNANIMOUS]  
**MOVER:** Barb Selesky  
**SECONDER:** Ben Townsend

Appoint Recipient Rights Advisory Committee Member

**MOTION:** Appoint Carol Oldenburg as a member of the Recipient Rights Advisory Committee  
**RESULT:** ADOPTED [UNANIMOUS]  
**MOVER:** Barb Selesky  
**SECONDER:** Mary Marois

Approve 2022 Board Meeting Schedule

**MOTION:** Approve 2022 Board Meeting Schedule with a review of appropriate facilities  
**RESULT:** ADOPTED [UNANIMOUS]  
**MOVER:** Al Cambridge  
**SECONDER:** Ben Townsend

Approve 2022 Board Education and Work Plan

**MOTION:** Approve 2022 Board Education and Work Plan  
**RESULT:** ADOPTED [UNANIMOUS]  
**MOVER:** Barb Selesky  
**SECONDER:** Ben Townsend

Approve 2022 Annual Planning Calendar

**MOTION:** Approve 2022 Annual Planning Calendar  
**RESULT:** ADOPTED [UNANIMOUS]  
**MOVER:** Barb Selesky  
**SECONDER:** Ben Townsend

Approve Board Monitoring Chart

**MOTION:** Approve 2022 Board Monitoring Chart  
**RESULT:** ADOPTED [UNANIMOUS]  
**MOVER:** Barb Selesky  
**SECONDER:** Ben Townsend

*D. Board/CEO Linkage*

- a. Mary asked to make a motion that the Chair of the Board provide communication to all elected Representatives and Senators for our catchment area in interest of having the Open Meetings Act amended to allow for attendance and voting via video. Dan thought that it would be a good idea to reach out to other CMHs as well. Ty suggested that we wait and see if there is anything done before letters are sent out. Joanie has had communications with Attorneys Haider and Moeggenberg and received an email from Alan Bolter (CMHA) all in agreement noting the only way to participate remotely after December 31, 2021 is for active duty military members. Ty noted he had a differing legal opinion and agreed to share that with Joanie. Joanie will then seek further guidance from Attorney Moeggenberg. Mary recommended that when the letter is sent, we illustrate these differing legal viewpoints.

**MOTION:** To have our Board Chair communicate with local Representatives and Senators about a possible change in the Executive Order to allow for online attendance and voting  
**RESULT:** ADOPTED [UNANIMOUS]  
**MOVER:** Mary Marois  
**SECONDER:** Barb Selesky

- b. The search committee will be doing interviews. Mary would like to hold a special board meeting to bring candidates for a second interview. In looking for a date, Mary is looking for opinions – there will be a poll sent out to board members that will show dates that they are available. She would like to do this before the next Board Meeting. Ty wanted to compliment Mary’s leadership on the CEO Search Committee. Mary will send the poll next week to Board Members.

**11. OWNERSHIP LINKAGE:** None.

**12. ANNOUNCEMENTS/BOARD MEMBER REPORTS:**  
None.

**13. December 16, 2021 AGENDA PLANNING:**  
Reviewed agenda items.

**14. MEETING EVALUATION:**

*Comments – Al suggested looking into a new sound system or a better microphone system. Perhaps something that can clip to a collar so that members do not have to get so close to the microphones.*

**15. ADJOURNMENT:**

The meeting adjourned at 3:34 PM

Respectfully Submitted,

Randy Kamps, Chairperson

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Aaron Fader, Recording Secretary

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Sherry Powers, Board Secretary

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